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NASA
Procedural
Requirements

NPR 3711.1

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COMPLIANCE IS MANDATORY

Federal Employee Labor Management Relations Program (Revalidated w/Change 1 05/05/2006)

Responsible Office: Office of Human Capital Management

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Change Log

Change #	Date	Description
1	05/05/2006	Revalidated with administrative changes made to correct office titles, officials' names, authorities, and references.

Effective Date: May 7, 1999

Preface

P.1. Purpose

The purpose of the NASA Federal Employee Labor Management Relations Program is as follows:

- a. Conduct good faith collective bargaining and/or participate in the establishment and implementation of partnership relationships where employees have exclusive recognition.
- b. Pursue labor-management relations in a spirit of cooperation and attempt to resolve employee work-related concerns at the lowest organizational level possible.
- c. Maintain neutrality in matters concerning labor organization membership, organizing campaigns, and representational elections.

This NPR provides Agency direction, which should be used in conjunction with the referenced statutory and regulatory requirements. Center Human Resources Offices should be consulted for further information and guidance.

P.2. Applicability

This NPR is applicable to NASA Headquarters and NASA Centers, including Component Facilities. Unless otherwise indicated, the use of the word Center(s) in the text of the NPR includes NASA Headquarters and any reference to Center Director(s) includes the Assistant Administrator for Infrastructure and Administration.

P.3. Authority

- a. 5 U.S.C. Chapter 71, Part III, Subpart F, Labor-Management Relations.
- b. Executive Orders 12871, Labor-Management Partnerships.
- b. Executive Orders 12963, Presidential Advisory Council on HIV/AIDS.

P.4. References

NPD 3000.1, Management of Human Resources.

P.5. Cancellation

None.

Revalidated May 5, 2006, original signed by

/s/Vicki A. Novak
Assistant Administrator for
Human Capital Management

Distribution:

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Chapter 1. Responsibility

1.1. NASA Center Directors are responsible for administering labor-management programs at their respective Centers, and for meeting, negotiating, and/or participating in partnership with representatives of exclusive labor organizations for the purpose of arriving at an agreement, subject to any conditions and limitations that may be imposed by higher authority.

1.2. The Director, Workforce Management and Development Division, Office of Human Capital Management, is responsible for approving local collective bargaining agreements submitted for the 30-day Agency review required by 5 U.S.C.

1.3. The Assistant Administrator for Human Capital management is responsible for final Agency determination as to the compelling need for regulations issued at the Agency level with respect to a bargaining proposal. This authority may not be redelegated, except by virtue of succession.

Chapter 2. Labor-Management Relations Guidelines

2. 1. Significant labor-management relationship issues, including, but not limited to, Unfair Labor Practices, will be brought to the attention of the Agency Labor Relations Officer (ALRO) by the Center Human Resources Office.
- 2.2. Current information on laws, regulations, case developments, and other relevant information will be distributed to NASA Centers by the ALRO.
- 2.3. Any labor relations actions that may affect other NASA Centers will be coordinated by the ALRO.